



Intentionally Diverse Charter Schools

January 19, 2017

As you enter the webinar, please answer the following questions in the Q&A box:

1. What aspect of serving diverse students do you most want to improve?
2. How does your school incorporate diversity into its school culture?

About the National Charter School Resource Center

www.charterschoolcenter.ed.gov

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What would you like to know about Charter Schools? Select Your Topic BEGIN YOUR SEARCH

Report:
Charter School Discipline: Examples of Policies and School Climate Efforts from the Field
Click here to access this report

What Are Charter Schools?
Charter schools are in 42 states, nearly 25 years old, and over 7% of k-12 students in the US are enrolled in one. Here is an explanation of this important trend

State Resources for Charters
Need help finding information about charter schools in your state? Click above for a map that will guide you to resources and contact information for each state

Most Popular Charter Resources
Click above for a list of our top resources. These resources include everything from reports on special education to documentaries on successful charters

- Funded through the U.S. Department of Education
- Makes accessible high-quality resources to support the charter school sector

Webinar Logistics

- Use the chat feature for technical questions and assistance.
- Use the Q&A box to ask questions or provide input on the webinar content.
- Questions will be answered during Q&A following each presenter.
- The webinar recording will be available on the NCSRC website by January 24, 2017.
- We will ask you to fill out a survey after the webinar concludes.

Presenters



Nora Kern
NCSRC



Franklin Headley
VOICE Charter School



Dhamana Stamps
DSST: Green Valley Ranch

Agenda

- **Welcome and Introductions**
- *Overview of Diversity in Charter Schools*
 - Nora, Kern, National Charter School Resource Center
- *Design Staff, Student, and Parent Initiatives that Support and Value Diversity*
 - Franklin Headley, VOICE Charter School
 - Q&A
- *Create a Strong and Diverse Community for Students, Parents, and staff*
 - Dhamana Stamps, Denver School of Science and Technology (DSST): Green Valley High School
 - Q&A

Why Focus on Diversity?

Civic and Academic Benefits for All Students

- Research found that students educated in diverse settings:
- Were able to work with more diverse people throughout adulthood (Wells et al., 2009)
- Have been shown to develop higher-level critical thinking and cognitive skills (Kahlenberg and Potter, 2012)
- Demonstrate cross-racial and cross-cultural understanding
- Are more able to break down stereotypes
- Show decreased bias and prejudice (U.S. Departments of Justice and Education, 2011)

NCSRC Diversity Resources

- [Intentionally Diverse Charter Schools: A Toolkit for Charter School Leaders](#)
- [Valor Collegiate Academies: Charter Schools Intentionally Designed to Serve Diverse Students and Families](#)
- [Opening Doors, Expanding Opportunities](#) Grant Program



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What Does it Take to Run a Diverse Charter?

- Define, Measure, and Share School Diversity Goals
- Plan School Features to Attract Diverse Families
- Design Processes to Recruit and Enroll a Diverse Student Body
- Create and Maintain a School Culture that Supports and Values Diversity



Research on Diversity Benefits for Underserved Students

Academic Improvements

- Higher test scores
- Fewer dropouts
- Higher graduation rates
(Reardon and Owens 2014)

Behavioral Benefits

- Greater homework completion
- Better attendance rates
- Fewer disciplinary actions
(Kahlenberg and Potter, 2012)

Long-term Benefits

- Increased college enrollment, employment, and earnings
(Reardon and Owens, 2014)



Diversity in the Charter School Sector

National Coalition of Diverse Charter Schools

- An organization formed in 2014 and currently has 93 member charter schools located in 15 states and the District of Columbia
<http://www.diversecharters.org/>

Federal Diversity Priorities

- ED has made diversity a priority in the Charter School Program, Education Innovation and Research (EIR), and school improvement efforts.
- Opening Doors, Expanding Opportunities grant program to help Local Educational Agencies (LEAs) increase socioeconomic diversity in their schools.
<https://www2.ed.gov/programs/odeo/index.html>

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VOICE Student Demographics

Federal Charter School Program Grantee: Yes

Location: Long Island City, New York

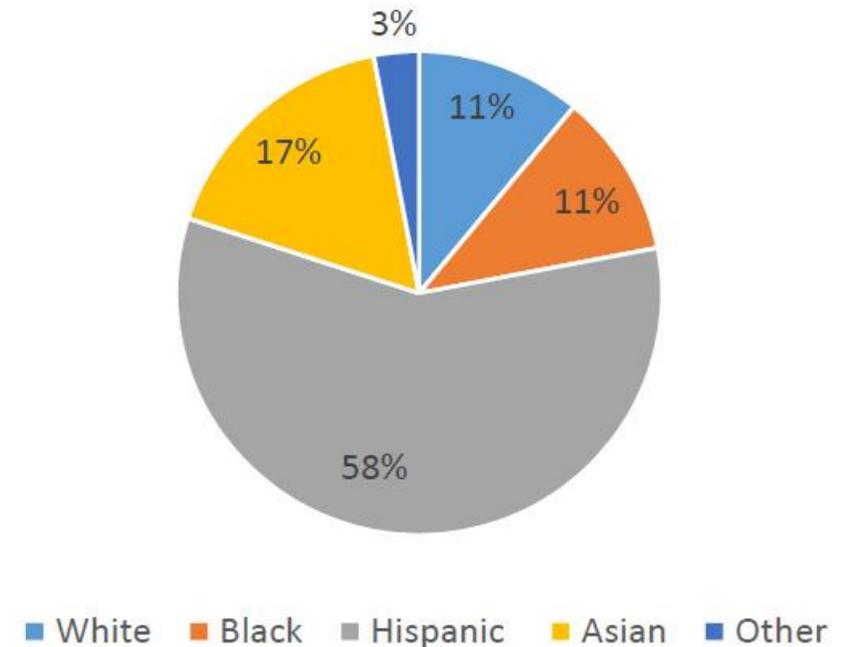
Grades Served: K-8

Student Enrollment: 593

Student Demographics

- 78% FRL eligible
- 16% English Learners
- 14% Students with disabilities

2014-15 Student Demographics, by percentage



VOICE Diversity Initiatives

Overall Vision:

- Ensure the diversity of our staff is reflective of the diversity
- Develop an environment that offers equality of access to high-quality experiences

How We Prioritize:

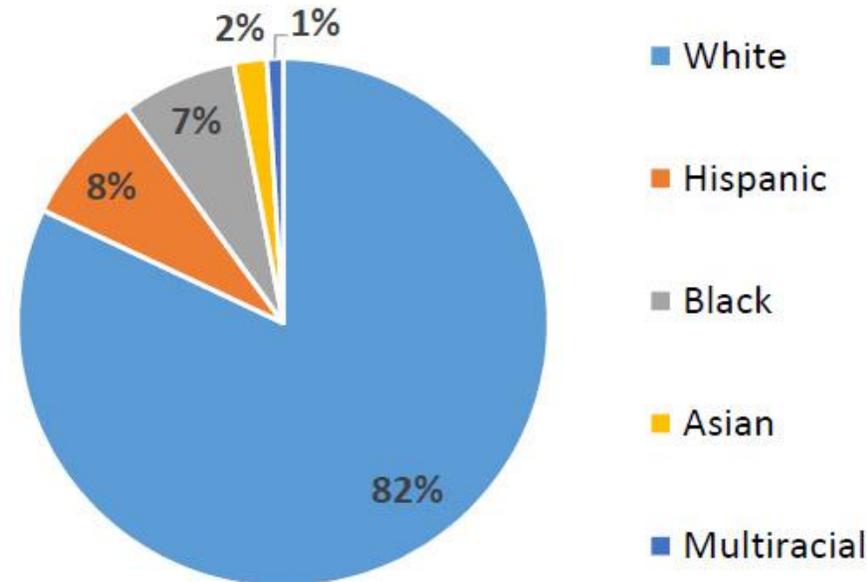
- Diversity and Inclusion as key design element
- Metrics around diversity recruitment and selection
- Continued reflection on progress



The Need for Staff Diversity

The National Center for Education Statistics found that throughout all public school teachers in the U.S., the public school teaching work force is:

Public School Teacher Demographics, by percentage (2011-12)



The U.S. Department of Education launched a campaign to raise awareness and share data about the racial disparities in the public educator field.

VOICE Staff Diversity Recruitment

- Continued outreach to, and development of, partnerships with historically black colleges and universities
- Emphasis on candidate recruitment within our own neighborhood and community (Queens career fairs, local advertisements)
- Utilize the networks of diverse staff members at VOICE
- Engage in work with organizations specifically focused on recruiting educational professionals of color
- Reduce barriers to entry: build diversity pipeline through entry-level position recruitment and grow these individuals into teachers once at VOICE

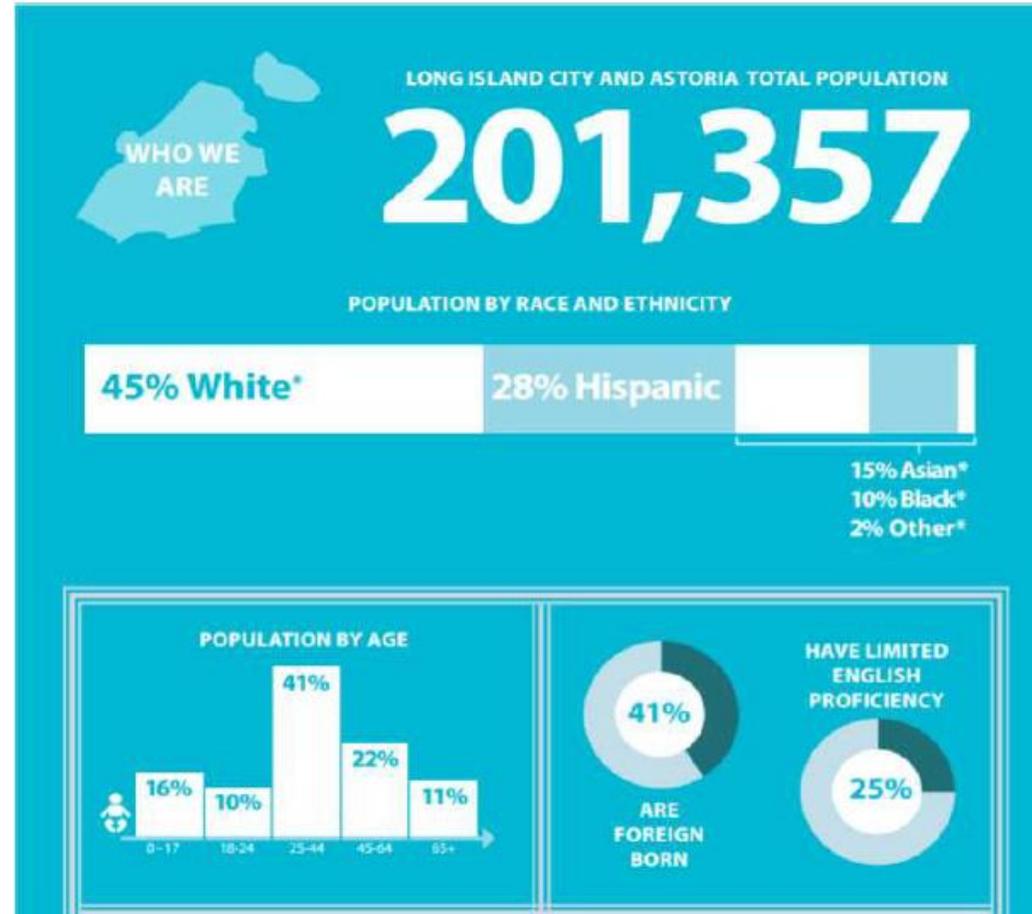
VOICE Staff Diversity Selection

- Heavy emphasis on developing Classroom Assistants into strong teacher candidates [historically diverse population at VOICE]
- Closely analyze our selection processes each year and make changes to reduce potential bias
- Incorporate discussions around inclusivity into training content for screeners

VOICE Student Enrollment

- VOICE's school bus range covers expansive territory throughout District 30, which opens up our school to a widely diverse population across school zones
- VOICE's open enrollment is a lottery system with a SNAP preference, allowing us to best serve the families in Long Island

Long Island City Demographic Highlights, 2015



Source: New York City Department of Health and Mental Hygiene, "Community Health Profiles 2015: Queens Community District 1: Long Island City and Astoria."

VOICE Student Recruitment

- VOICE sends approximately 30,000 thousand applications in English and Spanish with a brochure to every child of school age in the district. The [application](#) is simple and requires minimal information.
- Parents recruit students from their community organizations and churches



VOICE Parent Support

Spanish Interpretation and Translation

- VOICE works with a great number of primarily Spanish-speaking parents and guardians by providing Spanish interpretation and translation services for both families and staff
- We are always on the lookout for opportunities to support our non-English/Spanish speaking families. We have New York City Department of Education provided interpreters available via phone to translate from 100 different languages



VOICE Parent Engagement

Parent Association (PA)

- VOICE's PA is comprised of a group of parents dedicated to actively engaging new families by hosting fun and meaningful events
- Our PA plays a crucial role in communicating VOICE's mission out to the community
- This spring, VOICE and our PA are teaming up to host a Parent Resource that will be attended by various community-based organizations from the Boys and Girls Club to the Sylvan Learning Center

VOICE Celebrates Diversity

Parade of Nations Annual Event

Each year, the VOICE community comes together to celebrate the diverse backgrounds of our families and students in a joyous event we call the Parade of Nations.

- Between 25-30 different countries from Colombia to Myanmar are represented.
- Decorated tables with national food and drink are hosted by VOICE parents and friends for all VOICE students and staff to experience.



Questions & Answers

Please submit any questions for Frank in the Q&A box

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DSST: GVR High School

2014-15 Student Demographics, by percentage

Federal Charter School Program

Grantee: Yes

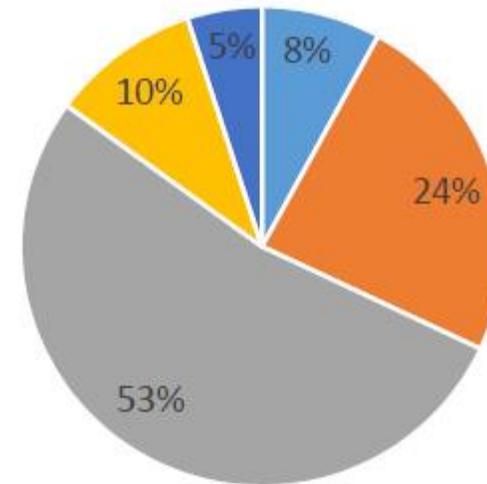
Location: Denver, Colorado

Grades Served: 9-12

Student Enrollment: 450

Student Demographics:

- 67% FRL eligible
- 23% English Learners
- 8% Students with disabilities



■ White ■ Black ■ Hispanic ■ Asian ■ Multiracial

DSST Student Recruitment

- School Expos in Far Northeast community and Denver
- Middle school team visits elementary schools in community to share information and answer questions
- Three Open Houses for grades 6-12 per year for prospective to learn more about our school
- Presence on social media



DSST Student Enrollment

- 75% of seats reserved for Green Valley Ranch (GVR), 25% of seats reserved for Montbello
- Students with siblings enrolled at DSST: GVR receive first seats
- Students in middle school automatically guaranteed seats
- Participate in Denver Public Schools School Choice Process
 - Lottery process
 - 1st Round Selection Preference January
 - 2nd Round Selection starts in April
- Diversity of student body reflects diversity of community
- Transportation: Success Express — allows students to attend different schools across community



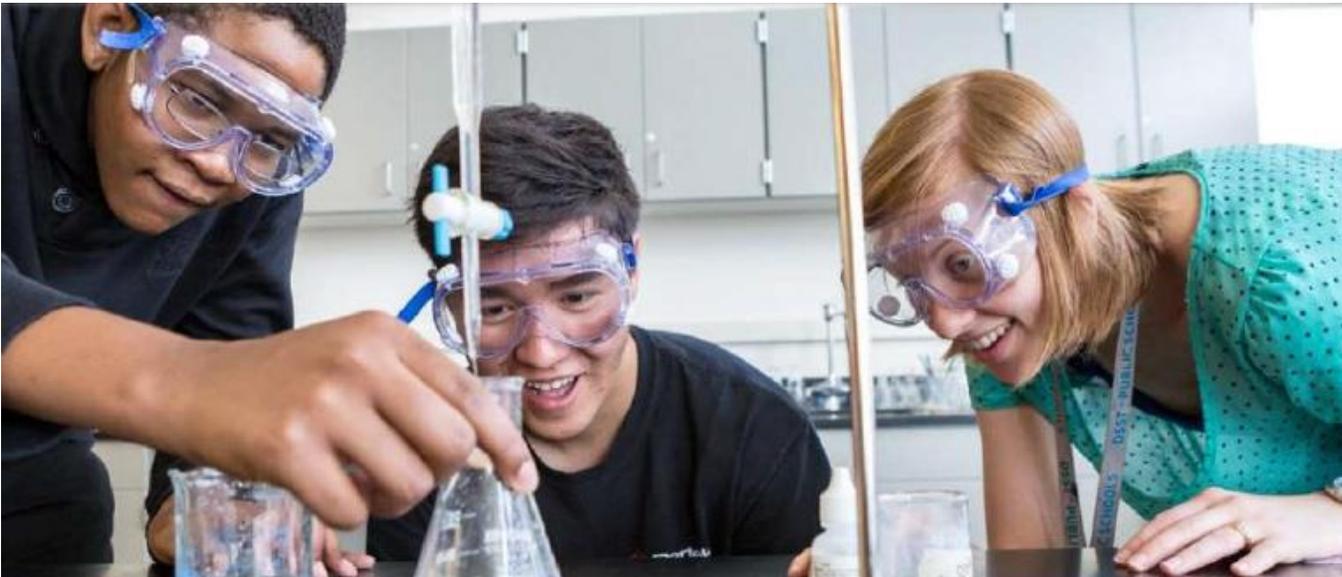
DSST Student Community

- Morning Meeting
 - Celebration of diversity
 - Discuss relevant topics
 - Build Community
- Advisory
 - High support and high accountability for every student
 - Deeply know every student



DSST Parent Community

- Advisor / Parent Relationship
- Science and Tech Parent Group (STP)
- Raptor Rundown
- Back to School Night, Parent & Teacher Conferences



DSST Staff Community

- Staff Development
- Conversation and reflection about equity and inclusiveness
- Reflection on school structures and processes
- Shared Reading



DSST Key Takeaways

Successes

- 100% of students accepted into four year university
- National Blue Ribbon Award
- Distinguished School (highest rating) on Denver Public Schools School Performance Framework since opening
- Highest ACT composite score in the state for any school with a more than 50% free and reduced price lunch population

Takeaways

- Emphasis on strong community and high expectations for every student

Questions & Answers

Please submit any questions for Dhamana in the Q&A box

NCSRC Resources (1 of 3)

White Papers and Reports

- [Intentionally Diverse Charter Schools: A Toolkit for Charter School Leaders](#)
- [A User's Guide to Fiscal Oversight for Charter School Governing Boards and Authorizers](#)
- [Charter School Discipline: Examples](#) of Policies and School
- [Climate Efforts from the Field](#)
- [Charter School Discipline Toolkit: A Toolkit for Charter School Leaders](#)
- [Authorizer Evaluation Summary: An Analysis of Evaluations of Authorizer Quality](#)
- [District-Charter Collaboration: A User's Guide](#)
- [Student Achievement in Charter Schools: What the Research Shows](#)
- [An Analysis of the Charter School Facility Landscape](#)
- [Finding Space: Charters in District Facilities](#)
- [Charter Schools and Military Communities: A Toolkit](#)
- [Legal Guidelines for Educating English Learners in Charter Schools](#)
- [Engaging English Learner Families in Charter Schools](#)

Case Studies

- [Valor Collegiate Academies: Charter Schools Intentionally Designed to Serve Diverse Students and Families](#)
- [Student Discipline and School Climate in Charter Schools](#)
- [AppleTree \(Early Learning\)](#)
- [DC Public Charter School Board \(Authorizer\)](#)
- [Camino Nuevo's Kayne Siart Campus](#)
- [Indianapolis Mayor's Office \(Authorizer\)](#)
- [Cornerstone Prep \(Turnaround\)](#)
- [Yes Prep/Houston \(District-Charter Collaboration\)](#)
- [Two Rivers Public Charter School \(SWD\)](#)
- [Folk Arts Cultural Treasures Charter School \(EL\)](#)
- [Alma del Mar \(EL\)](#)
- [El Sol \(EL\)](#)
- [Brooke Roslindale Charter \(SWD\)](#)

NSCRC Resources (2 of 3)

Webinars

- [General Webinar: I Just Joined a Charter School Board...Now What?](#)
- [General Webinar: Rural Charter Schools – Building Bridges](#)
- [General Webinar: Using Data to Create Positive School Climates and Discipline Practices in Charter Schools](#)
- [General Webinar: Charter Schools and Food Services: Options, Planning, and Decision-Making](#)
- [General Webinar: Supporting Students with Disabilities](#)
- [General Webinar: Serving English Language Learners and Families](#)
- [SEA Webinar: The Role of States and Charter School Authorizers in Overseeing Student Discipline in Charter Schools](#)
- [SEA Webinar: Overview of CSP’s Recently Released Dear Colleague Letter and of the NSCRC](#)
- [SEA Webinar: Use of Funds](#)
- [SEA Webinar: Annual Independent Audits](#)
- [SEA Webinar: Early Childhood Learning in Charter Schools](#)
- [SEA Webinar: Data Management Tools for Risk Based Monitoring](#)
- [SEA Webinar: Weighted Lotteries](#)
- [SEA Webinar: Charter School Closure](#)
- [SEA Webinar: Measuring Authorizer Quality](#)
- [SEA Webinar: Financial Management and Fiscal Controls](#)
- [Credit Enhancement Webinar: Evaluating Charter School Performance](#)
- [Credit Enhancement Webinar: Evaluating Charter School Performance During the Transition to Common Core](#)
- [Credit Enhancement Webinar: Recent Developments in CSP Guidance](#)
- [Credit Enhancement Webinar: Authorizer Collaboration](#)
- [Credit Enhancement Webinar: Collaboration to Enhance Facility Financing](#)

NSCRC Resources (3 of 3)

CSO Master Classes

- [Communications](#)
- [School Leadership Development](#)
- [New School Development](#)
- [Emerging Legal Issues](#)
- [Federal Funding Opportunities](#)
- [Legal Issues Impacting the Public Charter Sector Webinar: Student Discipline – Policy & Practices in Public Charter Schools](#)
- [Closing Low-Performing Public Charter Schools - State Level Strategies](#)
- [Parent & School Engagement for CSOs](#)
- [Board Development and Governance](#)

Newsletters

- [Discipline Resources](#)
- [Rural Charter Schools Report](#)
- [Aldine ISD and YES Prep District-Charter Collaboration Case Study](#)
- [District-Charter Collaboration: A User's Guide](#)
- [Student Achievement in Charter Schools: What the Research Shows](#)
- [Serving English Language Learners and Families](#)
- [Charter Schools Serving Military Families](#)
- [English Learners in Charter Schools: Key Opportunities for Engagement and Integration](#)
- [Finding Space: Analyzing Charter School Facilities](#)

Contact Us

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